

WSCC's Diversity, Equity, and Inclusion Working Group



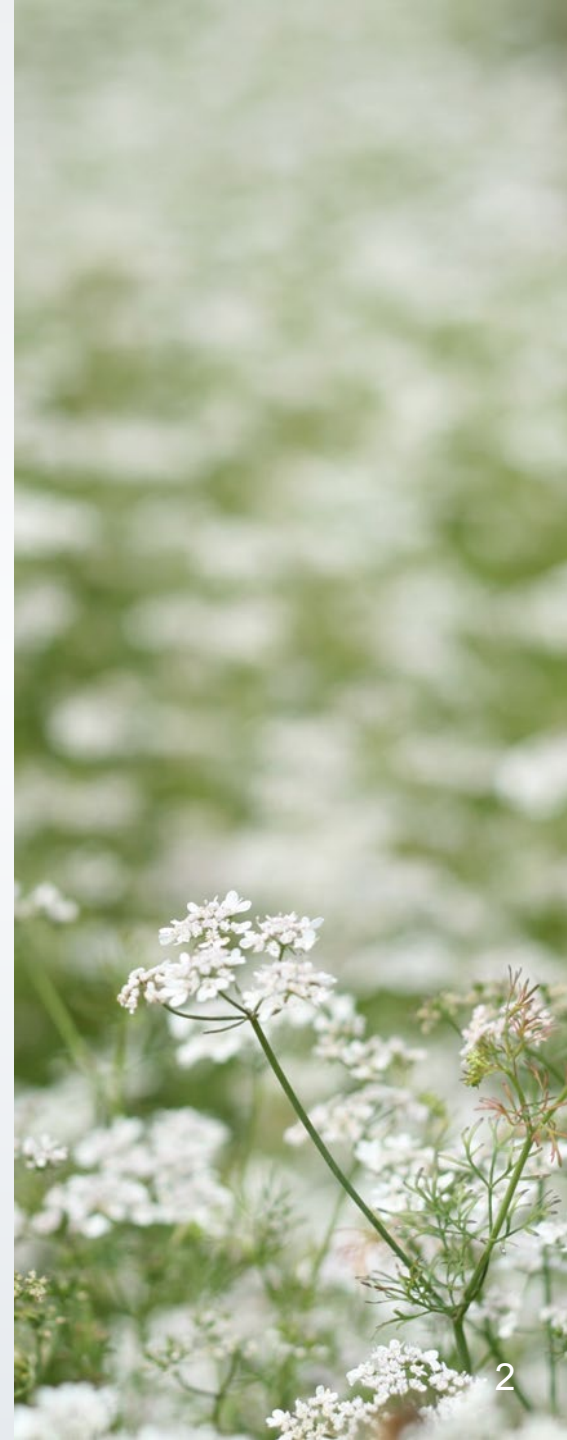
Washington State
Conservation
Commission

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On behalf of the WSCC DEI Working Group

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Background

- Public entity with duty to ensure conservation practices, projects, and programs are available in all areas of the state for the benefit of all people.
- Responsibility to provide equitable and inclusive services that meet the needs of Washingtonians, our natural resources, and our working lands.



DEI Working Group

- Purpose: To explore how the Conservation Commission can equitably and inclusively fulfill our mission and statutory duties; advance DEI through our policies, programs, and procedures; and support personal and professional DEI learning opportunities for staff.
- Meets monthly
- Participation is voluntary
- Cross-functional staff representation



Getting Started

- DEI presentations at recurring staff meetings
- Researched available resources
- Gathered feedback from staff to assess perspectives, needs, and desires related to DEI
- Developed ground rules for the working group



Approach

Informed by lessons learned from our partners, the following understanding guides our DEI Working Group:

- None of us are experts on DEI.
- Additional resources will be necessary to identify and articulate our approach and actions.
- This is a journey with learning along the way, it is not a destination.
- The journey is a marathon; not a sprint.
- Mistakes will be made and that's ok.



Staff Feedback

- Conducted survey among SCC staff
- What does DEI mean to you?
- Staff would like additional training and resources



WA State Office of Equity

- VISION: Everyone in WA has full access to the opportunities, power, and resources they need to flourish and achieve their full potential.
- MISSION: Promote access to equitable opportunities and resources that reduce disparities and improve outcomes statewide across state government.
- SCC has completed a baseline assessment
 - Staff survey
 - Policies
 - Workforce DEI Plan





A Few Next Steps

- Coordination with the WACD DEI Committee
- Identify Trainings – required and other we might need or offer
- Define DEI with a conservation lens

Supplemental Budget Request

- Equity assessment
- Explore how to support or provide resources to conservation districts

The journey is a marathon; not a sprint.





Thank you!

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